

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS ASSOCIATION REGARDING LATERAL SIGNING BONUS

Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Subarticle 1.6, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico (“City”) and Chico Police Officers Association (“CPOA”) effective January 1, 2015 through December 31, 2017 (“2015 MOU-CPOA”), this Letter Agreement is entered into on May 1, 2016, between the City and the CPOA (“Letter Agreement”) as an amendment to the 2015 MOU-CPOA. It is understood and agreed that the specific provisions contained in this Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by CPOA in the 2015 MOU-CPOA shall remain in full force and effect.

Therefore, the City and Union agree as follows:

1. It is understood that the City of Chico Police Department has experienced noteworthy recruitment and retention issues for qualified Police Officers. It is further understood that the below referenced signing bonus is less costly than sending a Police Academy Trainee through the Police Academy, which can cost the City up to \$40,000 per candidate. Additionally, lateral Police Officers will provide the City with improved efficiency in its ability to faster deploy seasoned officers into the field. This Side Letter, in addition to the other tools already implemented, further improve the City’s competitiveness in ensuring a safe community. As such, Effective July 1, 2016, the City and CPOA agree that:

